

ADMINISTRATIVE INTERNAL USE ONLY

19 March 1976

MEMORANDUM FOR: Management Advisory Group

SUBJECT : Employee Morale At NPIC

1. In response to the DCI question on employee morale, I have talked to numerous employees within

██████████ The consensus is as follows.

2. Morale is at an acceptable level. It is not as high as it was back in the 60's when NPIC production moved directly to the White House. Old timers state that one had a sense of purpose and sense of direction and one could readily see the output of one's work.

3. One factor which is raising the level of morale is preparation for the new system. The building is buzzing with the impending move, new equipment and new ways of doing things. Everyone is involved and, again, feels that they are making a direct input into an important development.

4. There is one factor which has been stated as lowering morale, but not in such a manner as to pervade entire employee population. This is the rotational policy that is presently being followed in this office. People are being moved to gain "versatility" but cannot see that these moves are enhancing their careers. A person who wishes to grow in a specialty is hampered by lack of "versatility". This lowering of morale occurs most frequently in the GS-12 through GS-14 categories- people who are not managing a division, but are seeking higher grades in their present jobs.

STATINTL

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DDSGI/NPIC

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